



AGENDA MEMO

Needs Legal Review: Yes
Council Meeting Date: December 19, 2018
Agenda Item: Proposed Resolution 2018-12-480 Authorizing City to Pay Employee Share of Washington Paid Family and Medical Leave Program Premiums
Presented By: Jan Brending, Clerk Treasurer

ACTION REQUIRED:

Approval of Resolution 2018-12-480 Authorizing City to Pay Employee Share of Washington Paid Family and Medical Leave Program Premiums.

PROPOSED MOTION:

Motion to Approve Resolution 2018-12-480 Authorizing City to Pay Employee Share of Washington Paid Family and Medical Leave Program Premiums.

Why is it a legislative issue:

The council approves all resolutions.

Explanation of issue:

The City Council has a proposed memorandum of understanding with the union that authorizes the city to pay the employee's share of Washington Paid Family and Medical Leave Program premiums.

The state is implementing a Paid Family and Medical Leave Program beginning January 1, 2019. This requires employers to pay a premium based on 0.4% of gross wages. The employee's share of this cost is 63%. Employers under 50 employees are exempt from paying the associated employer's share. The state statute (RCW 50A.04) provides that employers may pay for the employee's share of the premium. We are proposing that the city pay the employee's share. For the city that means, with \$1.3 million in gross wages the premium is approximately \$5,346 per year and the employee's share is \$3,368. The city will not have to pay the employer's share.

Budget:

The only impact on the budget for authorizing the city to pay the employee's share of the premiums required for Washington Paid Family and Medical Leave Program is approximately \$3,368. The employee share of the premiums for \$1.3 million in gross wages is approximately \$3,368 per year (0.4% of \$1.3 million = \$5,346 X 63%-- employee share) = \$3,368).

Staff Recommendation:

Staff recommends the council approve Resolution 2018-12-480 authorizing city to pay employee share of Washington Paid Family and Medical Leave Program premiums.

RESOLUTION 2018-12-480

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHITE SALMON,
WASHINGTON, AUTHORIZING CITY TO PAY EMPLOYEE SHARE OF
WASHINGTON PAID FAMILY AND MEDICAL LEAVE PROGRAM PREMIUMS**

WHEREAS, in 2017 the Washington state legislature adopted legislation providing for a paid family and medical leave program, RCW 50.104 Family and Medical Leave Program;

WHEREAS, RCW 50A.04.115 requires that employers begin paying a premium based on 0.4% of gross wages to be shared by the employer at 37% and the employee at 63%; and

WHEREAS, RCW 50A.04.115 exempts employers with fewer than fifty employees from paying the employer share of the premium; and

WHEREAS, RCW 50A.04.115 allows an employer to pay all or any portion of the employee's share of the premium; and

WHEREAS, the City has approved a Memorandum of Understanding with AFSCME Local 1533 W Bargaining Units that requires the city to pay the employee's share of the Washington Paid Family and Medical Leave Program; and

NOW THEREFORE, be it hereby resolved that the City of White Salmon shall pay 100% of the employee's share of the premiums assessed by the Washington Paid Family and Medical Leave Program, RCW 50A.04.

ADOPTED by the Council of the City of White Salmon, Washington. Dated this 19th day of December, 2018.

David Poucher, Mayor

ATTEST

APPROVED AS TO FORM

Jan Brending, Clerk Treasurer

Kenneth Woodrich, City Attorney